

**SECRET**

17 November 1967

MEMORANDUM FOR: Deputy Director of Personnel

SUBJECT : Fitness Reporting in CIA 1963 to Date

1. The current Fitness Report Form 45 was adopted in 1962. It represents a simplified form and precise definition of rating elements.

2. Major suggestions during this period which are either pending or rejected include use of an additional rating form, 45j, Report on Supervisory Ability and Executive Potential, which was rejected in 1965. In February 1967, a suggestion was received from the DDP [REDACTED] which would reorient fitness reporting toward the future along the lines of a "joint discussion of goals" and away from performance reporting. This proposal is now under study in the Office of Personnel. 25X1A9a

3. The attached summarizes the historical development of fitness reporting in the Agency from 1947 through 1961.



25X1A9a

Chief, Plans and Review Staff  
Office of Personnel

Att

**SECRET**

